Pathway to Unionization: Building a Rank-and-File Union

CORE UNION VALUES

SOLIDARITY

POWER

DEMOCRACY

OVERVIEW OF UNIONIZATION PROCESS

1. Build a representative organizing body
2. Recruit a supermajority by signing cards
3. Win Union Recognition
4. Negotiate our first contract

1. Build a representative organizing body

- Build out the organizing body by recruiting Union Representatives.
- Adopt an issues program.

2. Recruit a supermajority by signing cards

- Union authorization cards are a formal show of support for unionization.
- The larger and more representative our organizing body is, the faster and more successful the process will be.
- The more support we build in this process, the move leverage we have and the better our chances are of winning.

3. Win Union Recognition

- Petition the National Labor Relations Board (or NLRB)
  - Likely turning over in Fall!!
- Election campaign to have people vote “yes” for the union will be a test of our support, and the more support we show the stronger we will be going into bargaining

4. Negotiate our first contract

- The process will take the following steps:
  1. Elect a bargaining committee
  2. Build a contract support team
  3. Collect bargaining surveys
  4. Vote to approve proposals/goals
  5. Negotiations
  6. Tentative agreement
  7. Vote to ratify the contract

BASIC TOOLS OF UNIONIZATION

CONTRACT

STEWARD NETWORK

ORGANIZING

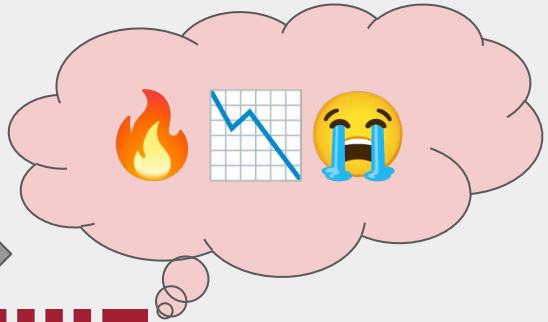
NOW LET'S BUILD IT TOGETHER!!!

UNION ORGANIZING CONVERSATION FLOW

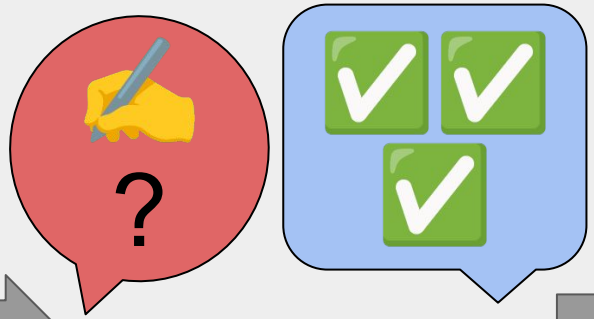
ISSUES / AGITATE

MOVE TO ACTION

EDUCATE



CALL THE QUESTION



COLLECTIVE ACTION